

Northeast Leadership Academy

A Presentation to the House Study
Committee on Education Innovation

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NORTHEAST LEADERSHIP ACADEMY



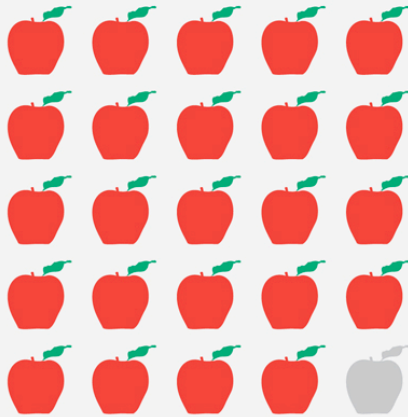
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Great schools have great leaders...

Great leaders have a multiplier effect

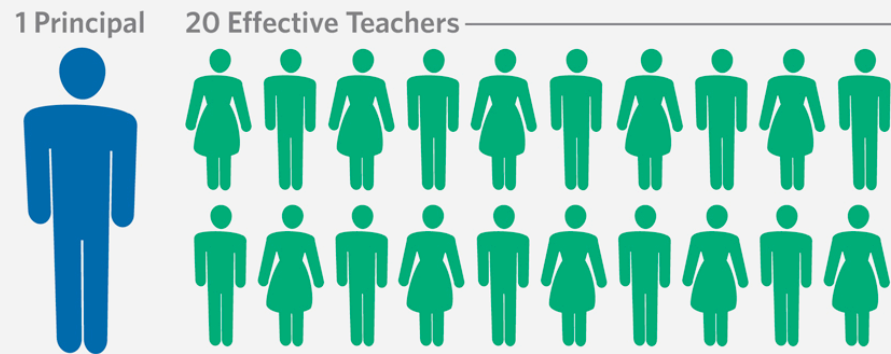
GREAT LEADERS ATTRACT AND RETAIN GREAT TEACHERS

A high-quality principal will hire, develop and support talented teachers...



...and 24 out of 25 teachers say that the number one factor in whether or not they stay at a school is their principal.

PRINCIPALS HAVE A MULTIPLIER EFFECT



Approximate numbers based on national averages

Source: New Leaders for New Schools: <http://www.newleaders.org/impact/leadership-matters/>

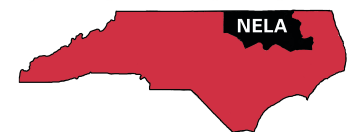


Principals Matter: Especially in High-Poverty Schools

Principal impact is **2 X's** as large in high-poverty schools (like NELA) than in low-poverty schools

- *Effective teachers stay* when **principal** creates a **school culture** that is conducive to teaching and learning & supports students and families.
- *Effective teachers leave* when they **do not feel supported** by their principal.

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Our kids, our future...

- 8 year old 3rd grader
- 92% of students free and reduced lunch
- 2/3rd of her classmates are below grade level in reading
- 1/3rd of the teachers are new – replacing those that left the year before

The work of NELA...





NELA's Innovation Story

- USDOE School Leadership Program- Kentucky – PEP – top program nationally (*Innovative Pathways to School Leadership*)
- **Bill and Melinda Gates** funding for innovative design
- Background Research
 - **Empirical Literature**
 - Wallace Foundation, Rainwater Foundation, Bush Institute, UCEA, AERA, NYCLA, New Leaders.
 - **Site Visits**
 - **Experience:** Vetted with principals and superintendents
- Race to the Top pilot leadership program
- **Accolades:** AACTE, Center for American Progress, UCEA
- **USDOE –new grant \$4.7 million**

BILL & MELINDA
GATES foundation





The Right Innovation

Cohort I



Cohort II



Cohort III



Coming Soon: Cohort IV

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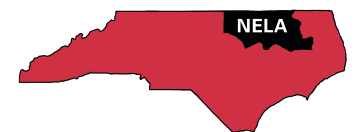
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The Right Innovation: NELA Design

- 2-year, funded program: contextualized MSA and license
- **Rigorous recruitment and selection**
- **Personalized, Standards-Based Leadership Training and Cohort-Based Experiences**
- **Action Pedagogy:** Inquiry-action approach focused on solving real school problems, site visits to high performing schools
- **Specialized Trainings & Developmental Projects (Pre K-Career)**
- **Service Learning** - pay it forward or give-back components

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The Right Innovation: NELA Design

- Full-time, year-long clinical residency experience
- **Summer internship in community agency & grant writing**
- Intensive **Executive Coaching**
- **Development of Current Principals:** Mentor Principals receive PD and learn alongside interns (DLP & Seminars)
- Integration of Technology (& cameras to record and document learning)
- On-going induction and **early career support**
- Dynamic feedback and **improvement loops**





The Right Innovation Produces the Right Leaders

Three year, inter-district post-degree commitment.

*A critical mass of highly trained leaders in a
concentrated area.*

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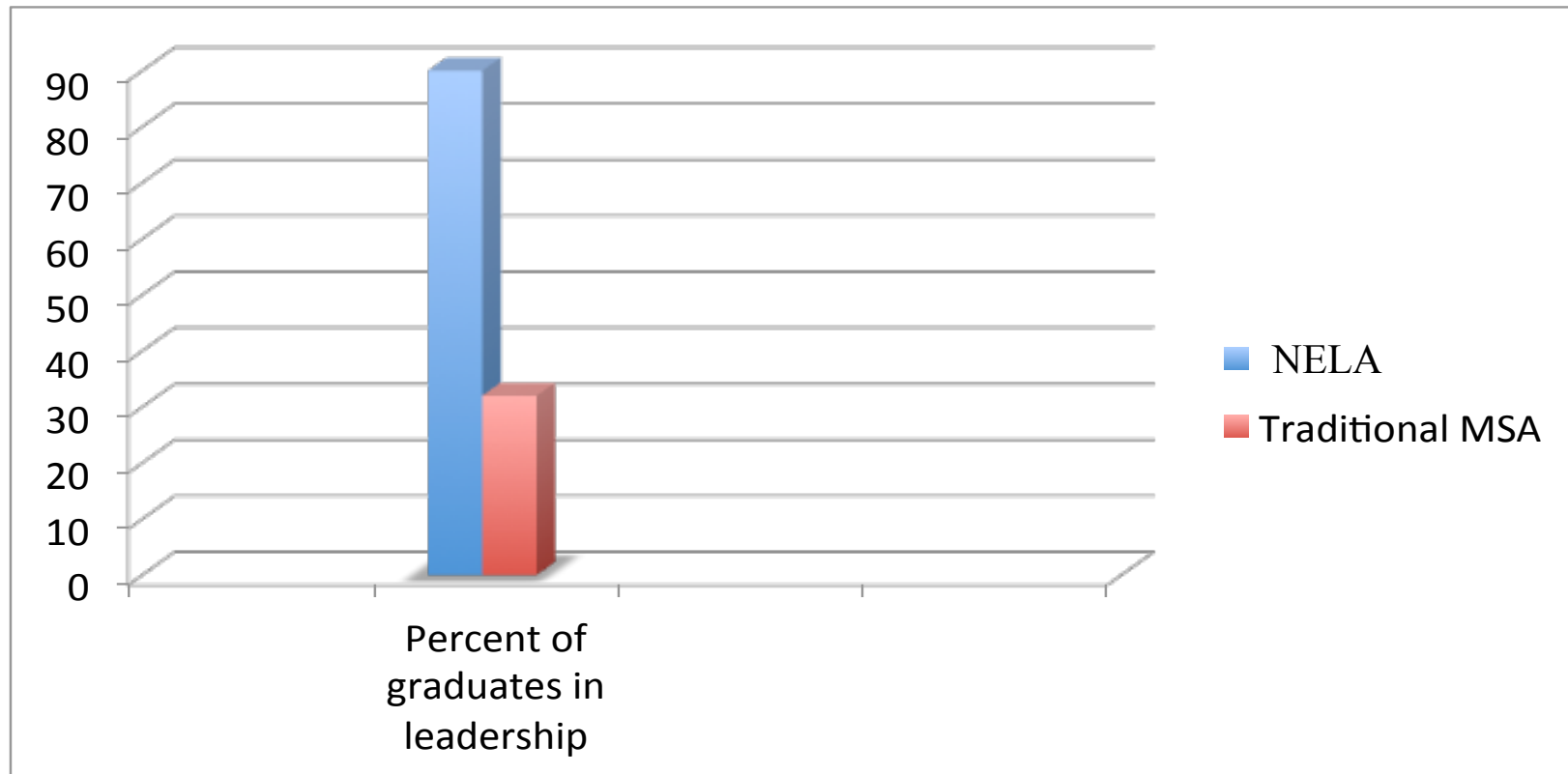


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First Year Placement of Graduates

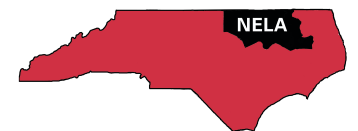
90%



Estimate based on national survey and university reports on graduates.

*Placement rate after 5-year = 50% *Fuller & Hollingworth (2013).

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NELA Fellows

- **Principals: 7**
- **Assistant Principals: 26**
- **Other Leadership/Central Office: 3**
- **Teacher Leaders: 4**
- **Interns: 19**

Total Students

Impacted to Date:

58,554



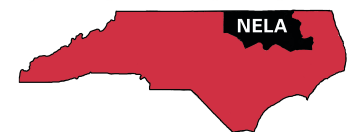


NELA Graduates

Erin Swanson

Principals, Stocks Elementary
Edgecombe County

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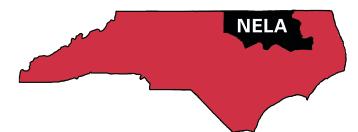


NELA Graduates

Mark Barfield

Principal, Everetts Elementary
Halifax County

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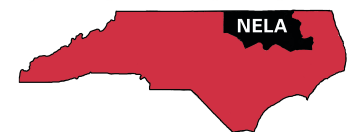


NELA Graduates

Christina Williams

Principal, Scotland Neck Primary
Halifax County

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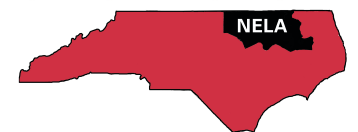


Strong Superintendent Support and Involvement

“Some folks talk about coming out here to help our schools but they seldom deliver or stay long enough to make an impact but not NC State. You all are helping us in impactful ways...most importantly – **helping us get the right leaders in place.**”

~ Superintendent in NELA district

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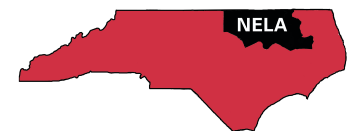
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NELA Impact on MSA and Challenges

- Demonstrating how preparation can be done
- Incremental changes
- Importance of competition in improving preparation
- Reliance on soft funding prohibits building a sustainable pipeline
- Districts can't do it alone (often replicate status quo)
- University reward structures can hinder best practices
- New partnerships

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Continuing Challenges

- Rural Poverty
- Placement of Highly Trained and Passionate Leaders in Organizations that Need Major Change
- Institutional Barriers (University & LEA)
- **Need for Courage:** Not all preparation and not all leaders are equal– need to have courage to recognize and reward excellence
- **Need a systems approach:**
 - Replenishing the pipeline of teachers
 - Superintendents – new doctoral program



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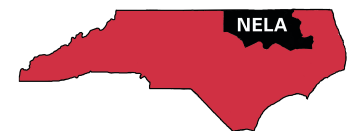
What Are Your Questions?

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